



## **‘CONNECTING 100 TRADITIONAL WEAVERS TO THE EXPORT MARKET’**

*October, 2012 Report*

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*November 5, 2012*

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Addis Ababa, Ethiopia**

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## **I. Introduction**

The major activities during this reporting month of October 2012 focused on the following five areas of focus:

- Training Launch and the progress of the training,
- Status of the graduated trainees,
- Progress of video recording,
- Progress on awareness creation/sensitization,
- constraints

As the project is entering in the second training phase, most of the activities performed by CAWEE and Sara Garment Designers and Manufacturers focused more on preparation of the arrival of the second training batch and orienting them to the new environment, preparing them to the work environment by providing them trainings on cultural awareness about the challenges and the benefits of working in such environment.

Video recording also continued in the second phase of the training. The training is going according to the plan during the current reporting month.

### **1. Training Launch and the progress of the training**

The first training round ended on 18<sup>th</sup> September and the 2 weeks after the end of the first phase was used for preparation to be able to launch the training on the scheduled time and for selection of the trainees. The project started on October 8, 2012 and it will go on until December. The training was originally planned to start on October 1<sup>st</sup> 2012, however the preparation for the training took more time than anticipated and also due to the large number of the recruits turnout, the selection process took longer time so after solving all this problems and once all the training facilities were set in place the training is launched on October 8, 2012.

The selection criteria is the same as the first round which is basic knowledge of weaving is the first requirement and the second condition is, they have to be from the weaving family and finally at least to recruit 30% of women trainees. On the starting day of the training all the 50 registered trainees were present, out of the 50 trainees 22 of them are women whereas the remaining 28 are men. On the day of the launching of the 2<sup>nd</sup> phase of the training, the training team from Sara Garment Designers and Manufacturers gave orientation for the 50 trainees what is expected from them and what the project in

general and what Sara Garment Designers and Manufacturers in particular is going to provide them during their stay in the coming three months, going through the planned training.

Following the orientation, the trainees were mainly acquainting themselves with the training environment, the training site and facilities; they also received accessories needed for the handloom they will be trained with, such as - reed, harness, beater, design stick, etc. and in addition each of them were assigned to specific loom.

As the training curriculum is the same, the courses they going to receive are the same as the first round training. Based on the training curriculum, the training team developed different training sessions for the training.

During the past three week, the following 2 main activities have taken place:

I. The preparation stage

1. Assigning supervisors and master weavers to lead the training,
2. Based on the lay out already set, assigning trainees on the Loom No. 1 up to Loom No. 50,
3. Distribution of hand loom accessories for each trainee,
4. Trainees installing the harness, the reeds and pedals on the loom,
5. Selection of raw material type and providing the trainees warp and yarn to be able to produce the required fabric,
6. Tie-in and draw-in of warp and yarn using hand through held's and reeds,
7. Distribution of weft and yarn for the trainees according to the sample to be produced (yarn type, color code),
8. Adjusting the hand loom setting according to the required fabric structure,
9. Setting the whole hand loom and its accessories in place and receiving the required raw materials to start the training,

II. The actual weaving started

10. With the guidance and close follow-up of their respective master weavers, trainees have started to weave different fabric structures.



The Preparation process (Tie-in and Draw-in of warp and yarn)

As the project team observed, in the two weeks of the training duration, trainees are receiving the training with great interest and passion. Most of them believe that after the training they can be able to change their lives from subsistent to more fulfilling life for themselves as well as for their families. The trainees have started to learn the importance of socializing with their fellow trainees and have started the training with great interest.



The start of the production stage

## **2. Status of the graduated trainees**

In the first training round CAWEE in partnership with Sara Garment Designers and manufacture manage to graduated 50 trainees out those 13 are female and the remaining 37 were men. Through different effort by CAWEE and Sara Garment for instance by arranging visit to the training sit we managed to create job opportunity for the trainees. The following are companies that showed an interest and follow up on their interest:-

1. Nigest Ethiopia:- managed and run by W/ro Aster Retta (Showed interest to hire 20 trainees)
2. Trio craft:- managed and run by W/ro Elzabet Kassa (Showed interest to hire 10 Trainees)
3. Yoas Tibebe:- Manage by Shitaye Kinf (Showed interest to hire 10 Trainees)
4. Sara Yaro:- Managed and run by Marta Debouch (Showed interest to hire 9 Trainees)
5. Enku Design:- Managed and run by Enkutatach keberte (Showed interest to hire 2 Trainees)
6. Ayni Designs:- Managed and run by Ayni (Showed interest to hire 2 Trainees)
7. Muya Ethiopia:- Managed and run by Sara Abera (Showed interest to hire 20 Trainees)

Currently Muya Ethiopia have managed to hire 13 trainees, out of this 8 of them are women and the rest 5 are men, and Nigest Ethiopia also hired 20 trainees all of them are men, Yoas Tibebe 10 trainees all of them are men. The remaining 7 trainees we are still in the process of trying to find suitable company to get them hired by one of the top designers.

### **3. Progress of video recording**

The video recording task that took place during this reporting period, was since it was the start of the second training phase, the focus was more on recording the trainees in the training environment, how they are managing in the new environment and the video recording also tried to record the process of setting up the loom including the accessory up to the Tie-in and draw-in of warp and yarn using hand through held's and reeds. In addition some of the trainees were interviewed about the start of the training and the training site, where those recordings will serve as materials for the preparation of the documentary film.

### **4. Progress on awareness creation/sensitization**

This part of the training focused on awareness creation/sensitization, so at the start the trainees were given an introduction about the training site, about the courses they will attend and the importance and what to expect out of this training. On top of these ideas, different issues have been raised. The main ideas that were raised and discussed were the following:-

- I. Traditional attitude towards weavers and other crafts people,
- II. The importance of the weaving skill as a national heritage and the status and future development of the trade as an important export commodity,
- III. How trainees compare what they are learning now to their traditional weaving,
- IV. How the trainees envision the new skill to improve their livelihoods and improve their status as weavers.

Even though, it is the start of the training the response of the trainees to the above issues were very positive. They already started to believe that they can change their life and life of their family through this training. And the coming training secessions will further improve their attitude and working ethics.

### **5. Constraints**

The first constraint faced during the current training phase is the delay of the start of the training; this was due to the holiday (finding the true cross) celebrated during the time of the launch of the training. This holy day is celebrated among the southern nation and nationality in a big way and all the trainees and the trainer are from the same ethnic group so, they were took around 3 weeks off as a result we were forced to delay the training.

The other constraint is the capabilities of the trainees are different so finding out their exact capability and adjusting according to their skill is another big challenge.

The third constraint encountered is the problem faced in the process of finding a proper place for the trainees to be hired. The first problem is the distance they cover to come and work this created big problem for the trainees to work in stable manner in the new environment.

Forth constraint is the family situation of the trainees. Some of the trainees are already married and have kids so to relocate from their area and to come to Addis Ababa is very costly and difficult. So due to this reason some of the trainees are finding it very difficult to find suitable work place.

Forth constraint is the preference of the trainees, this means they mostly want to work in areas that are nearer to their living area because they will have easy accesses to transport so, they don't prefer to go and work in the middle of Addis Ababa where all the top designers resides.

The final constraint is, out of the 7 trainees yet to be employed 5 of them have got the chance to join big colleges so it was difficult for them to work full time. And for the remaining 2 trainees we are still working on to get them hired as per their interest.

## 6. Photo Gallery



The new trainees on their assigned looms and learning the first phase of the training process



The first product of the first phase trainees



All the trainees in the training environment